

EYES ONLY

CONFIDENTIAL

SECRET

MEMORANDUM FOR:

25X1A

FROM: Harry E. Fitzwater  
Director of Personnel Policy, Planning,  
and Management

SUBJECT: SIS Promotion Schedule (U)

1. I have carefully considered your request of 8 December and discussed it with members of my staff. We are most appreciative of the points you raised and have sought to use the SIS system as a means of providing additional recognition and tangible rewards to our deserving senior officers. (U)

2. The question of annual leave accumulation benefits was considered a year ago. The Senior Executive System (SES) provides for unlimited accumulation of annual leave for SES members, but new members can accrue additional leave only from the day they achieve SES status, i.e., those promoted in mid-year can increase their maximums only by leave accrued during the remainder of the year. Our CIA system differs in that new members may accumulate all annual leave accrued during the year in which they enter the SIS, subject to an 80-hour "use-or-lose" rule. We believe this is an improvement on the SES system. (U)

3. Our standardized promotion system calls for SIS promotions in January and July, and the PAR deadlines and panel schedules are geared to those dates. These could of course be changed, but we believe we would be vulnerable to serious criticism by our oversight groups if we were to move SIS promotions back into December primarily to permit new members to save unused leave. This could be viewed as a "windfall" which was not intended in the Civil Service Reform Act on which we based our SIS system (using the DCI's special authorities). (U)

4. Another drawback of moving SIS promotions to December (and providing the leave accumulation benefit) would be the negative impact on other GS-15 officers who hoped for promotion and had unused annual leave balances above their carry-over maximums, but are not selected for promotion. This group would be faced with disappointment, not only at not being promoted, but also at losing annual leave during the waning days of the leave year. (U)

WARNING NOTICE -  
INTELLIGENCE SOURCES &  
METHODS INVOLVED

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DERIVATIVE CLEY 308235  
CLOSED XRAY 16 Dec 2000

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5. I sincerely hope that you will be promoted to the SIS this time and regret that we cannot make this additional benefit available to you if you are so selected. I appreciate your interest and concern in this matter and would welcome any other suggestions you might have to improve the SIS. (U)

Harry E. Fitzwater

Harry E. Fitzwater

Distribution:

Orig - Addee

✓ 2 - D/PPPM

2 - C/SIS/SS

OPPPM/C/SIS/SS/████████:pmk(16Dec80)

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ROUTING AND RECORD SHEET

SUBJECT: (Optional)

SIS Promotion Schedule

D/PPP&M  
89-1278

FROM: 25X1A  
936 C of C

EXTENSION

NO.

EYES ONLY

DATE

8 December 1980

TO: (Officer designation, room number, and building)

DATE

OFFICER'S INITIALS

COMMENTS (Number each comment to show from whom to whom. Draw a line across column after each comment.)

RECEIVED

FORWARDED

D/PPP&M  
5E58 Hqs

10 DEC 1980

From 0 to 1: This is my own personal request and has not been discussed with the Director of Training and Education.

Please feel free to call me concerning this request on [REDACTED] STATINTL

[REDACTED] makes a good point. Maybe we could establish a new policy - what do you think? STATINTL

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12-78

8 December 1980

MEMORANDUM FOR: Harry Fitzwater  
Director of Personnel Policy,  
Planning, and Management

FROM:

25X1A

SUBJECT: SIS Promotion Schedule

1. This is a personal request. I am appealing to you to determine if a change in the timing of the effective date of SIS promotions could be initiated. As I understand it, the effective date of SIS promotions will be in January 1981 after the start of the new leave year. Receiving a promotion to SIS rank will therefore result in the loss of any unused annual leave not taken during the present leave year. If promotions to SIS rank would be effective before the end of the leave year, it would be possible to have unused annual leave that has been accumulated (except for the mandatory use of 80 hours) carried over to the next leave year.

2. When promoted to SIS rank, senior GS-15 officers receive no extra pay. The only benefit gained is the accumulation of unused annual leave which, upon retirement, is used as a financial nest egg for college tuition for children, etc. I feel that awarding the promotions in the next leave year pecuniarily punishes the individual.

3. Although it may be presumptuous of me to think that I will be promoted to SIS rank, it is my strong desire to receive this promotion, and the personal planning of my Agency career has been geared towards supergrade rank. Hoping that I would be promoted and "thinking" that promotions would be awarded before Christmas (or at least before the end of the leave year), I purposely used only 80 hours of annual leave this year. In my case, if the promotion could be awarded before the end of this leave year it would be possible to carry over 128 hours of annual leave. In dollars (at retirement time) this amounts to \$3,083.52 (128 hours x \$24.09) less taxes, of course.

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DERIVATIVE OF BY [REDACTED]  
DECL XI REVW ON 8DEC00  
DERIVED FROM A9c (4.1)  
ALL PORTIONS OF THIS

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SUBJECT: SIS Promotion Schedule

4. If the timing of the awarding of supergrade promotions is a Government-wide policy, then I assume nothing can be done about this. If the timing of the effective date of SIS promotions is an individual Agency decision, then I fail to see why this Agency can't reward its personnel by awarding the promotions before the end of the leave year thereby permitting the carry over of unused annual leave.

5. A number of us senior GS-15 officers are in the twilight of our careers. We have served when and where needed, in hardship locations, and many times at the personal inconvenience of our families. We have also worked many hours of uncompensated overtime and across the years have lost many hours of unused annual leave. It appears to me that awarding the promotion during this leave year, and permitting the individual to carry over his unused annual leave with the financial renumeration to follow upon retirement, would be interpreted as a "pat on the back" for a job well done.

6. Appreciate any assistance you can provide with this request. Thank you.



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